

*Translation from Dutch into English of the Chapter on IUCN NL's Whistleblowing Policy from the Dispute Resolution Procedure*

## **Whistleblower policy**

In keeping with its core values, IUCN NL is committed to a culture of integrity in which employees are and remain open and honest with each other in a respectful manner. For those situations and circumstances where the Dispute Procedure has been followed but has been unsuccessful, this Whistleblower Arrangement provides an expanded reporting structure outside the organization.

The Whistleblower Procedure is intended for reports relating to legally prohibited matters and/or serious ethical malpractices in the public interest, and for which the internal Dispute Procedure (see above) was initially followed but which were not resolved due to inactivity, incompetence, malicious intent or arbitrariness on the part of management and/or the Supervisory Board. This requires that management and/or the supervisory board be consulted before this procedure is triggered.

The Whistleblower Procedure is an extension and part of the Dispute Procedure. This regulation may also be used if it is unreasonable to require that the Dispute Resolution Procedure be followed first, such as in the event of acute danger, involvement of the management and/or supervisory board or well-founded fear of adverse countermeasures.

Since an external report takes action out of the hands of the organization, it is opportune to mention here that whistleblowing may be difficult to repair for a long(er) time or may even cause irreparable damage to the organization and employees who are not initially involved in the issue. In such a case, whistleblowing may be disproportionate to the consequences and for this reason should be done with the utmost care and consideration. Here the rule applies: 'Considered beforehand, won afterwards'.

### **Procedure**

The reporter may apply to an external body that is reasonably best suited. External body means in any case:

- a body engaged in the investigation of criminal offenses;
- a body that monitors compliance with laws and regulations;
- another competent body where the suspicion of an abuse can be reported, such as the whistleblowers' hotline at GIMD (partner of Partos and Partos and Charities Netherlands) and the House for Whistleblowers which is also accessible to international organizations.

Under circumstances, the reporter may also inform a third party who is not an external body, to inform of the suspected wrongdoing. Such an external third party may be, for example, a minister,

members of the House of Representatives or a civil society organization and, in extreme cases, the media.

Reporters may be assisted by legal counsel, i.e. someone who by virtue of their position is bound to confidentiality.

IUCN NL responds to the content of the report within one week and in handling the case displays a (pro-) active attitude in dealing with the report.

IUCN NL will not disadvantage the reporter or colleagues involved as a result of making a report in good faith and takes measures to prevent the reporter from being disadvantaged. reporter from being disadvantaged.

If the external assistance provided by the body initially chosen does not lead to a satisfactory solution of the report, the reporter may not be denied the right to appeal to other parties.

The management provides an annual account of reports made in accordance with the whistleblower regulation. The draft of this report is discussed with the Employee Representation Board before publication.